

# Managed Change™ Practitioner Certification

## Sponsors

Leaders accountable for the change function.

## Participants

Leaders/employees responsible for managing change within their organizations.

## Prerequisites:

 None

**Pricing:** \$2650 / participant  
(may vary based on specific client needs)

**Length:** 31 hours  
(qualifies for provincial Job Grants)

**Materials:** Managed Change™ Practitioner Guide, Certification Workbook and digital Managed Change™ tools and templates

**Facilitators:** All Levvel facilitators are certified at the Facilitation Master™ level in the LaMarsh Global Managed Change™

## Develop and implement change management strategies and plans

The Managed Change™ Practitioner Certification Program is designed to provide emerging change management practitioners the opportunity to learn the Managed Change™ Methodology and apply the concepts and tools to real changes happening in their organizations.

### Certification has three key requirements:

**Education (14 hours)** – Candidates participate in a two-day in classroom facilitated workshop, learning and practicing the Managed Change™ Methodology, processes and tools.

**Experience (11 hours)** – Candidates will work virtually to develop and implement Change Plans while attending online facilitated learning modules along the way to practice applying the Methodology to changes happening in their organizations.

**Examination (6 hours)** – After successful completion and documentation of their Change Plans, participants are evaluated on their skill and knowledge in a final in classroom facilitated session that involves case studies, teach back, scenarios and an open book exam.

## Certification Objectives

- Develop a working knowledge of the Managed Change™ Methodology
- Identify the risks impacting successful change
- Design and implement a change strategy and plan
- Define and manage the impact of culture and history on successful change implementation
- Assess and enhance the skills of executives, managers and supervisors responsible for leading change
- Design Communication, Learning, Reinforcement, and Leader Support action plans addressing stakeholder risks
- Develop plans to monitor change results making sure desired business outcomes are satisfied
- Obtain a Managed Change™ Practitioner Certification

## Education

### Day one

#### An Overview of the Change Process

- Managed Change™ defined
- Achieving a return on investment
- The Managed Change™ Model

#### Identify the Change

- Change Project Initiation Assessment
- The case for change and approach
- Decision making structure
- Change project schedule
- Sources of risk

### The Stages of Change

- Current - Delta - Desired States
- Risk/reward analysis
- Profile of a well-managed change

### Managing the Transition

- Impact of multiple changes
- Organizational performance through transition
- Documenting and mitigating risk

### Day two

#### Stakeholders: Leaders, Change Practitioners and People Affected by Change

- Stakeholder roles and responsibilities
- Assessing and developing key roles
- Stakeholder acceptance

#### Learning, Communication, Reinforcement, and Support of Leaders

- Stakeholder education and training
- Current, Transition, and Desired State communication plans
- Reward and reinforcement strategies

### Change Plan Implementation

- Risk mitigation
- Pan implementation challenges
- Change and project management integration

### Sustaining Performance

- Exit strategy
- Transition performance responsibility
- Monitoring and sustainment strategies

### Experience

#### Managed Change™ Application

- Candidate is assigned a Levvel coach
- Candidate applies the methodology to a real change happening in their organization
- Candidate prepares and submits documentation to showcase impact and application abilities

### Examination

**Candidate scores minimum 85% on skill and knowledge examination**